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14 AUG 1973

MEMORANDUM FOR: Deputy Director for Management and Services

SUBJECT : Annual Evaluation and Ranking of GS-14 MG Officers

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1. On 9 and 10 July 1973 a subpanel of Messrs. [REDACTED] and [REDACTED] evaluated and ranked the GS-14 MG Officers. They were requested to prepare two lists: (1) a ranking of all GS-14's on their value to the MG Career Service and (2) a ranking of ten officers for promotion to GS-15. On 9 August 1973 the Staff Operations Panel completed its annual evaluation review using as its basic data the recommendations of the subpanel.

2. For your information attached are:

- a. Ranking of Value to the MG Career Service
- b. Ranking of MG officers for Promotion to GS-15
- c. Date of Grade Roster

3. The 27 MG officers at the GS-14 level were ranked in three categories of Value to the MG Career Service: (I) Potential Above GS-15; (II) Potential to GS-15; and (III) Further Advancement Not Presently Indicated. No officers were identified for Category IV which implies that counselling, downgrading or termination is recommended. It will be noted that in Category I the officers are listed in two groups. The three officers in Group A seemed to stand out from the others in their professional potential as indicated by the performance evaluations in their personnel files. The subpanel ranked the officers in Category III but the Panel listed these officers alphabetically as it was believed there are too many variables for a valid ranking in this category.

4. The Career Service Grade Authorization (CSGA) with known and anticipated adjustments projected through 31 December 1973, indicates there is headroom and/or accession spaces available for five additional GS-15 officers. However, the Panel recommended no GS-14 MG officers

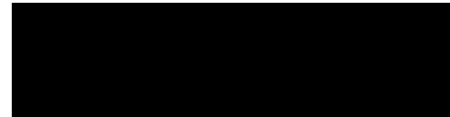
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be promoted to GS-15 at this time. It was the consensus of the Panel members that the status of the MG position allocation is in a state of flux and a decision to promote into the five available spaces should be postponed for six months. Additionally, eight of the ten officers are now assigned to GS-14 positions and their promotions would create PRA situations. Most of the ten ranked officers have at least one year before they will complete a two-year tour in their current position and there is some basis for considering a three year tour for some of them. The officers ranked in the second, third and fourth positions have each been in grade less than 18 months.

AGREE  
P/W

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Chairman  
Staff Operations Panel

Attachments

**EYES ONLY**